

MT. BAKER-SNOQUALMIE NATIONAL FOREST

CAREER GUIDE



Experience your public lands by joining us!

The USDA Forest Service works to sustain forests and grasslands for present and future generations. This guide is a resource to help find and apply for a Forest Service jobs that fit your skills and interests.

Whether you are looking for a summer job, student internship, volunteer position, or full-time permanent position, there are many different ways to become involved.

You can make a difference by bringing your unique experience, background, and perspective to our work. There is plenty of work to be done to preserve and protect our public lands, and we want you to be a part of it!



Join us in caring for
the land and serving
the people.



WORK THAT MAKES A DIFFERENCE

The Forest Service cares for shared resources in ways that promote lasting economic, ecological, and social vitality. This means advocating for conservation and rural development, providing assistance to forest, cities, and communities working to improve their natural environment, and developing the scientific and technical knowledge to achieve our goals. Everything we do—across our broad and diverse agency—is intended to help sustain forests and grasslands for present and future generations.



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SEASONAL JOBS

In the Pacific Northwest, the Forest Service hires **over 2,000 seasonal employees** each year. Seasonal jobs are open to college students, high school graduates, young professionals, veterans, and the public.

The Forest Service offers seasonal positions in various fields, ranging from full-time field positions to administrative or office roles. Each position comes with the opportunity for training and development.

Seasonal employees work during the peak of public visitation to the National Forest, typically May through September. Seasonal positions are a great way to gain skills, develop professionally, and get an introduction to working for a public lands management agency.



Looking for a summer job?

The hiring window for seasonal jobs begins the fall prior to the summer you'll be working. Look for the openings starting at the end of summer into the early fall.

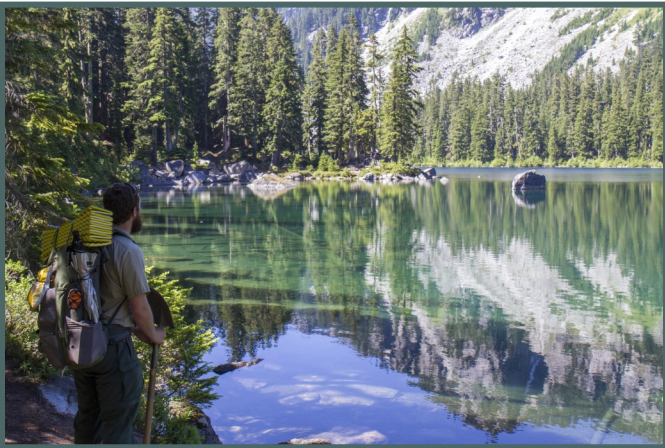
Find the Mt. Baker-Snoqualmie's seasonal job brochure [online](#) under "Outreach Announcements."

SEASONAL JOBS

Seasonal jobs are offered in many different fields. Learn more about what seasonal jobs entail and read testimonials from current Forest Service employees.

Forestry Technician

Forestry technicians help in managing growth of different types of trees and other vegetation. From planting seedlings to managing growth over time, foresters provide the technical and professional expertise for evaluating the health of our forests.



Wilderness Rangers

Wilderness Rangers maintain backcountry facilities, such as campgrounds, trails, and pit toilets. They also educate the public on Leave No Trace, and provide information about the forest to ensure the safety of the public.

“Try it out. I can only say from experience that once you’re out there, it’s worthwhile. It makes a big difference when you can actually see the impacts of your work and how grateful people are that you’re out there doing it.”

**Giovanni Lopez, Lead
Wilderness Ranger**



SEASONAL JOBS



Timber Sale Technicians

Timber sale technicians select and mark trees for harvest, conduct tree measurements and assist in gathering data through field tests and on-site inspections. Assist with thinning, piling and chipping and identification, and removal of hazardous trees.

Wildland Fire Crews & Prevention Technicians

Wildland Firefighter Crews work together to extinguish flames, suppress fires, or conduct prescribed burns. They may fell trees, cut and clear brush, and dig trenches to create fire lines using a variety of tools.



"I am often dispatched to different forests throughout the nation to support their prevention patrols. Sometimes when I'm driving around or patrolling a campground or a trail, I take a moment to think, 'Wow I actually get to work while doing this'."

Francesca LaManna, Fire Prevention Technician

SEASONAL JOBS



Hydrology Technician

Hydrology technicians collect and analyze data to assess environmental impacts of road development, erosion, and sedimentation on water systems, and research ways to minimize their negative impacts.

Botany Technician

Botany Technicians collect and analyze data to monitor and evaluate rare plant species or non-native invasive species and assess potential effects of proposed forest projects on plant diversity.



"I still remember when I worked on the Tongass National Forest in Alaska. It was one of the most amazing experiences I've ever had. I'd get helicopter rides out to remote islands and just get dropped off (with the grizzly bears), take floatplanes or boats out to all my field sites. It was so remote and beautiful."

Shauna Hee, Botanist

SEASONAL JOBS



Recreation Technicians

Recreation technicians maintain campgrounds, trailheads, and recreation sites and facilities. They make visitor contacts, provide educational information about campfire safety and Leave No Trace.

Interpretive Specialists and Field Rangers

Interpretive specialists and field rangers develop and present interpretive talks, tours, guided walks, and demonstrations on natural, social or cultural resources and history.



"I began as a "frontliner," Information Assistant. The job gave me an opportunity to go on day hikes and even backpacking for the first time, in order to learn about the National Forest and public lands. And I kind of just fell in love with the work."

Orlando Garcia, Special Uses Resource Assistant

SEASONAL JOBS



Fishery Technician

Fishery technicians monitor fish and other aquatic species in their habitats of streams, rivers and lakes to assess aquatic ecosystem health. They design stream and floodplain restoration projects and provide recommendations for management.

Archaeology Technicians

Archaeology technicians conduct cultural resource surveys, visit archaeological sites, and enter archaeological artifact and project data in appropriate forms and databases.



“During the school year, I’d work for a museum doing curation, interpretive work, and field work. During the summers, I would work for the Bureau of Land Management or the Forest Service... I liked the field work, I liked being outside. I really just enjoyed being a dirt bag... The lifestyle—it’s fun. I got to work all over the west. I got paid to hike, and I did that in a lot of weird, remote, and really cool places.”

Kevin Bailey, Archaeologist



INTERNSHIPS

The Forest Service offers multiple ways for students, youth, and young adults to get involved in taking care of the land and serving people.

Student internships, recent graduate positions and fellows programs are offered through the *Pathways Program*.

Through our community partners, the Forest Service hosts youth programs, and youth and young adult crews and internships.

Learn more about [internships and opportunities for young people](#).

Calling the next generation of conservation stewards!



Apply to student & recent graduate positions on [USAJOBS](#).

STUDENT INTERNSHIPS

The Pathways Program provides paid employment opportunities for current high school and undergraduate students, post-graduates, and recent graduates. After completion, participants are eligible for conversion into a permanent job.

Internship Program:

For current students in high school, colleges, trade schools, and other qualifying educational institutions. Gain experience, get paid, and explore federal careers while completing your education.



Recent Graduates Program:

Graduates with an associates, bachelors, masters, professional, doctorate, vocational, or technical degree or certification can apply for positions within two years of graduating. Veterans can apply within six years after degree completion due to military service obligation.

Presidential Management Fellows Program:

Individuals who have completed an advanced degree (masters or professional) within two years, or who will meet requirements by August 31 of the year following the annual application announcement are eligible for this flagship leadership development program.



SEATTLE-PUGET SOUND REGION YOUTH PROGRAMS & INTERNSHIPS

Put your skills to work! The Mt. Baker-Snoqualmie partners with community organizations, as well as local, state, and national corps programs to host youth programs, crews, and internships.



Outdoor Opportunities (O2) Program (Seattle Parks & Recreation)

An outdoor expedition program designed to connect high school students from diverse backgrounds to opportunities in environmental education, urban conservation, and stewardship.
Ages 15-19



In My Backyard Internship (National Park Service)

High school students are paired with college-aged mentors to facilitate valuable skills in community building, leadership, and professional development. Experience what it's like to work in a local National Park unit, volunteer at events, and explore your community.
Ages 13-18



Wilderness Inner-City Leadership Development Program (Interim Community Development Association)

Build leadership qualities within the context of environmental education. Learn about environmental justice issues, help take care of urban gardens, and gain leadership and community activism skills.
Ages 14-19



Student Conservation Association*

Protect and restore national parks, marine sanctuaries, cultural landmarks and community green spaces. Building the next generation of conservation leaders, engage young people in hands-on service to the land.

Ages 14+

**Also a National Program*

PUGET SOUND-WASHINGTON STATE YOUTH & YOUNG ADULT INTERNSHIPS



Northwest Youth Corps

Provides challenging education and job-training experience for youth and young adults from diverse backgrounds to develop skills. Programs include leadership development, outdoor ambassador programs, residential camping programs, conservation internships.

Youth Programs: Ages 15-19

Internships: Ages 19+

Crews and Individual Placements

AmeriCorps



Washington Conservation Corps

Create future leaders through community involvement and mentorship, gain hands-on experience, field skills, training opportunities. Members work on crews to restore critical habitat, build trails, and respond to local and national disasters.

Ages 18-25

Veterans

Crews and Individual Placements

AmeriCorps



Photo courtesy of EarthCorps

EarthCorps

Work on a tight-knit crew to restore the health of our environment through restoration, trail maintenance, and more. Projects take place in urban, suburban and rural settings.

Ages 18-26

AmeriCorps

Crews & Crew Leaders

College Students & Recent

Graduates



“For those that are intrigued by the idea of working outside or in the environmental sector, but have internal ‘question marks,’ I would keep an open mind. Be curious, be brave. In my experience, just one season—four months of your life—can make a huge impact.”

***Kelsey Chun, Former Mt. Baker-Snoqualmie/
Washington Conservation Corps Youth
Coordinator***

NATIONAL YOUTH & YOUNG ADULT INTERNSHIPS



Mobilize Green

Work with land management partners to provide paid work opportunities for diverse high school students looking to learn more about conservation careers, complete service in parks and forests, and build leadership skills. Hosts internship positions, and Resource Assistant positions with the Forest Service.
High School Youth Programs and Crews (local)
College Students & Recent Graduates



Conservation Legacy

Complete important conservation projects throughout the nation by providing structured, safe and challenging work and educational opportunities. Supports locally and regionally based conservation service programs across the country.

Young Adult
College Students & Recent Graduates
Crews & Individual Placements
AmeriCorps



21st Century Corps

Engage young Americans and veterans in restoring public lands, waters, and community green spaces. Participants receive hands-on service and job training experiences to develop as skilled workers, educated and active citizens, future leaders and stewards of natural and cultural resources. *Ages 16-25*

High School Students & Young Adults
College Students & Recent Graduates
Veterans



National Partner Programs

The Forest Service works with programs across the nation to make a difference. Learn about other partner programs we work with, such as Youth Conservation Corps, Job Corps, Greening Youth Foundation, and more.



PERMANENT JOBS

With the Forest Service, you can make a lasting impact on the world around you, and unlock opportunities for professional growth and career advancement.

There are many pathways to landing a permanent job. Whether it's through internships, seasonal jobs, or school, we are committed to creating pathways that serve the next generation of environmental stewards.

Jobs in federal service are very competitive. In order to qualify for permanent positions, applicants must gather the required experience. On the following pages, find a few examples of paths that can lead you to a permanent job!



Use the Forest Service Outreach Database to find upcoming job announcements across the U.S. Filter by location, type of position, and more.

PATHS TO A PERMANENT JOB

Seasonal Jobs

Work as a seasonal employee for 24 months, and gain eligibility to apply for competitive permanent positions under the *Land Management Workforce Flexibility Act (LMWFA)*. The 24 month service period does not need to be continuous as long as there is not a break of two or more years during the 24 month period.



Resource Assistant Program (RAP) or Public Land Corps Participant (PLC)

The RAP and PLC Programs are rigorous internships hosted through USFS partners that empower individuals to develop leadership skills, gain career experience with the Forest Service, and participate in critical and meaningful work. Completion of the RAP or PLC Programs will allow you to receive a hiring authority to be eligible for permanent positions. With a RAP position, you will receive a *direct hire authority*. With a PLC position, you will receive a *non-competitive hiring authority*.



Terms that are *italicized* are defined in the FAQ section on pages 27-28.

PATHS TO A PERMANENT JOB

Pathways Program

Completion of the Pathways Program (outlined on page 11) while in school or post graduation allows for participants to be converted to part-time or full-time employees, and eligible to apply for permanent positions. Learn more about the Pathways Program [here](#).



“I did not start out with a plan to work for a public land management agency. But I had an opportunity to get an internship with the Forest Service during my senior year of college... Once I completed a certain number of hours working and graduated, I qualified to be placed into a job. I went straight into Special Uses the summer after graduation.

Amelia Anthony, Realty Specialist





VOLUNTEERING

All across the country, volunteers help to sustain our nation's forests and grasslands.

Volunteers work on projects to improve forest health, maintain and clear trails, and form valuable connections with staff and the public. Each forest has unique volunteer programs of their own, and hosts volunteer groups and work parties from different organizations.

Find opportunities to volunteer with the Mt. Baker-Snoqualmie [here](#).



Whether you want to volunteer for the summer, throughout the year, or for a single event, there are many opportunities to get involved!

VOLUNTEERING Q&A

Q: Who can I volunteer with?

A: You can volunteer directly with the Forest Service, or through our partners. Contact your local ranger district to find out if there are any volunteer openings. Visit the Mt. Baker-Snoqualmie website to see [current volunteer openings](#).

Many of our partners host volunteer work parties and volunteer events on the forest. Organizations such as [Washington Trails Association](#) host youth-specific volunteer opportunities and family work parties.

*Note: organizations may have volunteer requirements-please refer to their websites for the most updated information.

Q: Why volunteer?

A: Volunteering allows you to get hands-on experience, build skills, connect with others who care about stewardship and conservation, and network with environmental professionals.

Volunteering is great way to get experience, especially if you can't afford to take an unpaid internship in the summer. A lot of people can't afford to not work, so volunteering can allow you to get experience without having to give up your ability to make money elsewhere.

It might seem intimidating to cold call or email people, but don't be nervous. From my experience being on the other end, I'm always excited to hear from someone interested in the field."

Jennifer Ford, Hydrologist





HOW TO APPLY FOR FEDERAL JOBS

Applying for Federal Jobs is a multi-step process, and there are many important considerations when applying. The following pages will outline the steps in the federal job application process, and lend helpful tips and tricks for creating a successful application and resume.



Italicized terms are defined in the Frequently Asked Questions (FAQ) section on pages 27-28.

FEDERAL JOB APPLICATION PROCESS

Step 1: Navigate to <https://www.usajobs.gov/>

Create your account and upload documents, such as your resume, cover letter, transcripts, certifications, etc.

Step 2: Start your job search

Search for jobs you are interested in, filtering by agency, location, job title, etc. You can also filter results by *hiring paths*. This will allow you to find jobs that are open to students, recent graduates, the public, and more. You will also see a *hiring window* for when that job is accepting applications.

Step 3: Apply

Once you've found a job you want to apply to, hit "apply online," and select the documents from your profile you'd like to upload for this application.

Step 4: Complete the Application Process

Complete your application on the Forest Service online application system. You will need to select the *GS Level* you wish to qualify for, preferred locations, and answer *job assessment questions*, which determine your ability to fit knowledge, skills, and competencies required for the job.

Step 5: Wait for Application Review

The application review process may take several months. Keep in mind that you may not hear communication from USAJOBS or the Forest Service during that time. You can check the status of your job application on your USAJOBS account. See the diagram on the following page for a breakdown of the application review process.

APPLICATION REVIEW PROCESS

1. Application Submitted

You should receive an email notification confirming application was "Received." *Your application may take several months to be processed.*

2. USAJOBS Automated Review

Automated review will focus on matching keywords from duties and qualifications sections of the job announcement with your resume.

3. Human Resources Review

HR will verify whether your experience and education meet the minimum qualification requirements of the position. They review your responses to the online assessment questionnaire and check that your responses are validated in your resume.

If you are determined to be among the best qualified candidates you will be referred to the hiring manager.

4. Hiring Supervisor Reviews Candidates

Hiring supervisor receives list of best qualified candidates from HR. They will review resumes, conduct reference checks, and reach out to select candidates for interviews.

The Hiring Supervisor makes final decision for position.

"Be patient and persistent in terms of finding jobs and having to apply a lot. Being flexible with where you're willing to go and what positions you're willing to take will help. Don't get dispirited, it does take time."

Kurt Aluzas, Wildlife Biologist



FEDERAL RESUMES

Resumes required for federal job applications are usually longer and more detailed than an average resume. Use these tips to help create a successful federal resume.

Important information to include on your resume:

1. Your current contact information

⇒ List your current phone number, address or city of residence, and E-mail address

2. Education

⇒ If applicable, list your degree, school, graduation date, GPA (optional)

3. Detailed work and volunteer history:

⇒ Start and end dates (MM/YYYY - MM/YYYY)

⇒ Work schedule (# of hours per week)

⇒ Supervisor name and contact information

⇒ Grade (if referring to federal job) *or* hourly wage/salary

4. Any job related trainings or certifications

⇒ Examples: First Aid/CPR Certified, Teaching Certification, etc.

5. Relevant specialized skills

⇒ Examples: program facilitation, communication and media, etc.

6. Relevant school coursework and/or Awards (optional)



"It's important to get out there and try a bunch of different things and get different perspectives. Look for mentors. One of the things that was valuable for me was volunteering as the president of a nonprofit board. I got to know a lot of people and grow a network throughout the state."

Sarah Lange, Recreation Planner

FEDERAL RESUMES

Tips & Tricks for wording:

1. Use Focused Language

- ⇒ Ensure your resume is focused on addressing the requirements of the job you are applying to. Use your *relevant* job and volunteer experience and skills.

2. Be Specific

- ⇒ Look at the "requirements," "skills," or "qualifications" sections in the job announcement. Use the *same* language in the announcement where applicable on your resume to make it clear you are qualified for this job.

3. Give Detailed Descriptions

- ⇒ Describe your work and volunteer experience in a detailed, descriptive, and straightforward manner. Use specific projects, duties, data, software, equipment used, accomplishments, etc.

4. Quantitative Data for Support

- ⇒ Use quantitative data to support your accomplishments. Examples: Wrote 25 articles per month under weekly deadlines. Identified and implemented procedures that increased production speed by 50%.

Best Practices:

1. Spell Check

- ⇒ Always check for spelling and grammar errors. Ask a family member or friend to review it, too!

2. Minimize use of acronyms and jargon

- ⇒ Minimize the use of acronyms and jargon when possible. Describe your skills and experience using terms that can be easily understood by someone not familiar with your job field or occupation.

3. References

- ⇒ Always ask references for permission before using their names and contact information.

EXAMPLE RESUME

NAME

Address
Phone Number | Email

EDUCATION

Bachelor of Science, Environmental Studies
College of the Environment, University of Washington
Graduation: June 2018
GPA: 3.5

WORK EXPERIENCE

U.S. Forest Service, Mt. Baker-Snoqualmie National Forest

Interpretive Education Intern

Dates: MM/YY-MM/YY

Grade: N/A

Supervisor: <NAME>, <POSITION>, <PHONE>

Hours: 40 hours/week

Location: North Bend, WA

Salary: \$2,000 monthly stipend

Duties and accomplishments:

- Served as front-line representative at Snoqualmie Ranger District Visitor Center, roved highly visited trails near visitor center daily. Provided safety and trail information, and maps.
- Educated visitors on forest regulations related to backcountry permits, hiking and storing food in the backcountry, safety regarding wildlife, and Leave No Trace ethics.
- Researched, developed, and delivered interpretive guided hikes for 50+ participants per week.
- Managed visitor center operations, including opening and closing procedures and interpretive displays.

USFS, Mt. Baker-Snoqualmie National Forest Service

Skykomish Ranger District Trail Crew Member

Dates: MM/YY-MM/YY

Grade Level: GS-0462-02

Supervisor: <NAME>, <POSITION>, <PHONE>

Salary: \$12.08/hour

Location: Skykomish, WA

40 hours/ week

Duties and accomplishments:

- Completed trail construction and maintenance in backcountry and front country trails
 - Projects included the installation, repair and replacement of water diversion bars, cribbing and retainer walls. Removed windfalls, rockslides, surface outcroppings and debris from trails. Building up tread surfaces in eroded areas. Installing stepping stones at creek crossings where bridges cannot be constructed.
- Assisting in the maintenance and construction of graded and paved trails, trail drainage, trail bridges, and guard rails.
- Maintained backcountry campsites and installed signage
- Answered public questions about trail status and backcountry campsite locations

Student Conservation Association

Seattle Community Crew Member

Dates: MM/YY-MM/YY

Hours: 40 hours/week

Supervisor: <NAME>, <POSITION>, <PHONE>

Salary: N/A

Location: Seattle, WA

- Identified and removed over 800 square feet of invasive weeds such as English Ivy and Himalayan Blackberry from City of Seattle parks
- Proficient in using a shovel, Pulaski, loppers, and weed wrench to mechanically remove weeds
- Serve as periodic team leader to effectively review safety protocol with crew

EXAMPLE RESUME (PG. 2)

VOLUNTEER EXPERIENCE

Washington Trails Association

Trail Crew Volunteer

Dates: MM/YY-MM/YY

Location: Seattle, WA

- Cleared duff layer from approximately 6 miles of trails, constructed multiple 10 foot sections of reroute
- Removed moss from & restored planked sections of trail, created alternative drainage systems
- Trimmed overgrown-vegetation, cut and removed logs, branches, and root systems obstructing trail
- Utilized tools including: McLeod, Pulaski, shovel, cross cut saw, clippers, & axe

Hiking Club, University of Washington

Trip Leader

Dates: MM/YY-MM/YY

- Coordinated and lead trips for 100+ students annually; bi-monthly outings. Organized safety and emergency response plans for trips.
- Served as Secretary for monthly meetings.

SPECIALIZED SKILLS

Interpretation—Certified Interpretive Guide; multiple seasons experience with interpretive presentations and guided-hikes, researching topics and planning programs.

Trail Maintenance—multiple years volunteer and work experience maintaining backcountry and front country trails and utilizing multiple tools for invasive plant removal, clearing of trails, and trail reroutes.

Outdoor Safety & Education—Certified Wilderness First Aid, experience researching safety topics and constructing educational presentations for the public, as well as answering questions from general public about hiking, camping, permitting, and safety.

CERTIFICATIONS AND TRAININGS

- Basic First Aid/CPR Training, MM/YYYY
- Wilderness First Aid certification, MM/YYYY
- Certified Interpretive Guide, National Association for Interpretation, MM/YYYY

FAQ's

Find definitions and information on specific terms, and answers to Frequently Asked Questions here. We hope this guide helps you in your journey to applying for Forest Service jobs!

Terms:

Land Management Workforce Flexibility Act (LMWFA):

This act provides an opportunity for temporary employees in federal land management agencies to compete for permanent positions. Seasonal workers who have served for 24 months are eligible to receive LMWFA status, and thus apply for permanent jobs.

Direct Hire Authority for Resource Assistants:

The Direct Hire Authority (DHA) is granted to individuals who successfully complete the Resource Assistants Program (RAP). This allows them to be directly appointed to a permanent, term, or temporary position in competitive service. DHA continues for two years after the completion of a RAP term. Learn more [here](#).

Noncompetitive Hire Authority for Public Land Corps Participants:

The Noncompetitive Hire Authority (NHA) is granted to individuals who successfully complete a term of service in the Public Land Corps. Individuals with this hire authority may be appointed to career or career-conditional appointments in federal service. NHA continues for two years after the completion of a PLC term. Learn more [here](#).

Hiring Path:

Filtering jobs by hiring path on USAJOBS helps you find jobs that are you are eligible to apply for. Some federal jobs are open to the general public — meaning any U.S. citizen can apply. But, some federal jobs are only open to eligible current or former federal employees or people who may be eligible under a unique hiring path. You can filter your job search results to only show you jobs that meet your specific eligibility criteria. Learn more [here](#).

Hiring Window:

The hiring window refers to the window of time that a job posting is accepting applications. Many hiring windows have short timeframes, but the window can range from a week to months. The hiring window will be listed in the job posting.

Job Assessment Questions:

Job Assessment Questions are part of the federal job application. These questions determine your ability to fit knowledge, skills, and competencies required for the job. Each job has a unique set of questions to determine how well you fit the job.

FAQ's

Terms continued:

GS Level:

GS stands for General Schedule, and GS Levels are the pay scale for federal employees. All Forest Service jobs are listed with their GS Level on USAJOBS, under "Pay scale & grade." You can use your education or experience to qualify for higher grades, regardless of if you've worked for the government before. Here's a tool that may help you understand what you're qualified for:

- GS-3 or GS-4: Typically internships or student jobs
- GS-5 to GS-7: Most entry-level positions
- GS-8 to GS-12: Mid-level positions
- GS-13 to GS-15: Top-level supervisory positions
- Positions beyond GS-15 are part of the Senior Executive Service

Q&A:

Q: When should I apply?

A: Forest Service positions are often listed on USAJOBS at least six months before their start date. Though new positions are listed year-round, the majority of seasonal positions are listed during a two-week hiring window in September, and start the following summer.

Q: Where do I apply?

If applying to the Pathways Program, a seasonal job, or a permanent job, apply on [USAJOBS](#). If applying to a RAP or PLC position, or an internship or crew position through a USFS partner, apply on the partner organization's website.

Q: Are there minimum qualifications? Do I have to have a college degree to get a Forest Service job?

A: There are many avenues to getting a job with the Forest Service. In general, jobs starting at GS-4 level and above, there are requirements for job experience or education, and you can qualify based on either, or a combination of both. There are positions that do not require any education or experience, such as Fire Crews, and positions available for students that are flexible based on your schedule.

Q: What if a job lists multiple GS Levels under pay scale & grade?

A: This means you can qualify for the same job but at different pay grades, depending on your experience. For example, if a job is listed as GS 4-5, you may apply at either level. GS 5 is a higher pay grade, thus you must have more experience and/or education in order to qualify.